

From: "Smith, Alexandria" <Alex.Smith@memphistn.gov>
To: "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>
CC: "Madden, Ursula" <ursula.madden@memphistn.gov>
Date: 10/23/2018 10:00:56 AM
Subject: RE: MPD update
Attachments: Q2 FY19 MPD Recruiting and Retention Update_final_updated.pptx
Q2 FY19 MPD Recruiting and Retention Update_final_updated.pdf

Attached is an updated presentation that will provide more clarity on the pipeline. Thank you for catching the misstep. I am currently travelling.

See you on Thursday.

Alex Smith
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From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>
Sent: Tuesday, October 23, 2018 8:53 AM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>
Subject: Re: MPD update

Great. That's easier to understand. Later this morning, I will run by you a couple of paragraphs in the media release we are preparing to make sure it is accurate.

Bill Gibbons
Executive Director
Public Safety Institute



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From: Smith, Alexandria <Alex.Smith@memphistn.gov>

Sent: Tuesday, October 23, 2018 7:40 AM
To: William L. Gibbons (wgibbons)
Subject: RE: MPD update

Yes, they are apart of the 2003 figure (my math below is wrong), you will want to add the graduated police recruits to predict future PII Probationary.

So the math would be

2003 + 44 -25 = 2022

Alex Smith
City of Memphis, Chief HR Officer
mobile: 901-395-9378

From: [William L. Gibbons \(wgibbons\)](#)
Sent: 10/23/2018 5:10 AM
To: [Smith, Alexandria](#)
Subject: Re: MPD update

For those currently on probation, aren't they already working in the precincts but just paired with more experienced officers?

Are they part of the 2003 figure?

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On Oct 23, 2018, at 12:28 AM, Smith, Alexandria <Alex.Smith@memphistn.gov> wrote:

My responses are below:

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-----Original Message-----

From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>
Sent: Monday, October 22, 2018 9:31 PM
To: Smith, Alexandria <Alex.Smith@memphistn.gov>
Cc: Madden, Ursula <ursula.madden@memphistn.gov>; btaylor@memphistomorrow.org; Ben Adams <badams@bakerdonelson.com>
Subject: MPD update

Alex,

Thanks for getting the MPD update to us. We will have it ready for you to present as a power point Thursday. In addition, there will be a copy in each board member's packet.

I need clarification on a few things:

1. The current compliment of commissioned officers (as of September 30 I assume) is 2003. (That compares to 1959 at the end of calendar year 2017.) There is a current class scheduled to graduate in December, with an estimated 38 graduates. That would bring the total number of commissioned officers at the end of 2018 to 2041 MINUS any additional attrition over the current 105 attrition number. IS THIS CORRECT?

- Complement of 2003 is as of Oct 15, 2018
- 38 graduate Dec 2018 + 6 laterals graduate Dec 2018= 44, however these graduates will have 12 mos of probationary period before they are commissioned officers, so you can't simply add 44 to 2003.
- That said, we do have two waves of PIs ending probationary period in January 2019 and August 2019. You can add those numbers to the complement.
 - PII Probationary - 80 convert Jan 2019, 65 convert Aug 2019
- If you are trying to make a prediction for January 2019, I would say 2003 + 80 - 25 (we anticipate attrition to be 130) = 2058
- In comparison, we were at 1960 commissioned officers December 18, 2017 and 2014

commissioned officers March 7, 2018

2. On page 9, the reference to Next Payout November 2018 refers to a 96% Retention Rate. Do you mean Take Rate ? And does this mean that 96% of those eligible for the retention bonus this November have signed up for it?*/ASJ* - This is referring to 96% retention of the original 624 who signed up for the program last year.

3. Can you clarify the meaning of Gold, Silver, and Platinum retention bonus payouts ?

*/ASJ*See the attached schedule

Many thanks.

Bill Gibbons

Sent from my iPad

<MPD Retention Bonus Program_employee.docx>

faa